



Code of Conduct

Developed in December 2023

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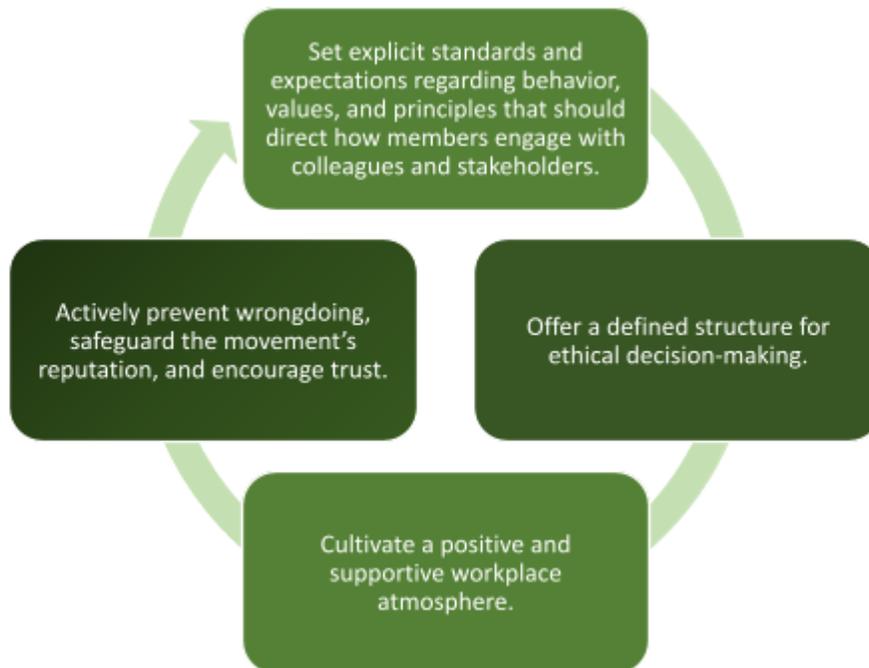
INTRODUCTION AND PURPOSE

Introduction

Agri-movement has created this Code of Conduct to showcase its dedication to establishing clear guidelines and expected behavior for all persons involved in its activities. Its goal is to cultivate trust by providing a fundamental structure that directs the behavior of its General Assembly, its Executive Committee, its Coordination Committee, and all members during the pursuit of their duties.

Purpose

Agri-movement's Code of Conduct aims to achieve the following:



GUIDELINES AND MEASURES

Personal Behavior

The guiding principles of conduct that bind Agri-movement's members and collaborating stakeholders are as follows:

- Upholding integrity, honesty, and transparency in all interactions, internally and externally, which involves being truthful, maintaining confidentiality, and steering clear of conflicts of interest.
- Treating everyone with respect, dignity, and fairness, regardless of their background, while abstaining from any discriminatory or disrespectful behavior.
- Maintaining a high standard of professionalism in behavior, appearance, and communication, while being mindful of the context in which they operate.
- Ensuring responsible and lawful utilization of the movement's resources, including equipment, facilities, systems, and data, with strict prohibition against misuse, theft, or unauthorized disclosure.
- Prioritizing the safety and security of oneself, colleagues, and the movement's assets by adhering to safety protocols, reporting hazards or incidents promptly, and safeguarding confidential information from unauthorized access or disclosure.
- Exercising discretion in the use of social media and online platforms.
- Representing Agri-movement responsibly and professionally to avoid actions that might damage the movement's reputation.

Respect for Privacy and Confidentiality

At Agri-movement, we view respecting privacy and confidentiality as a foundational value. Our members bear the responsibility of ensuring the security of sensitive information, fostering trust among our team and stakeholders. Our dedication to protecting sensitive data applies to our internal functions and engagements with all stakeholders. We promise to use information solely for authorized work objectives and in compliance with applicable laws and guidelines. Under no circumstances will we misuse or take advantage of confidential information for personal gain or to harm individuals or the movement.

Prevention of Sexual Exploitation, Abuse, and Harassment

At Agri-movement, our commitment to preventing and tackling instances of sexual exploitation, abuse, or harassment remains steadfast. We are determined to create a safe, respectful, and inclusive

environment for everyone involved, be it our members, partners, or other stakeholders. We strongly condemn any form of sexual exploitation, abuse, or harassment and wholeheartedly embrace a zero-tolerance approach to actively prevent and address these issues within our movement.

Workplace Environment

Our dedication centers on ensuring a workplace that puts safety and wellness first. We will actively support measures to prevent injuries and promote good health. We highly value an open communication culture where our members feel comfortable reporting safety concerns, near misses, or accidents. We are committed to keeping the workplace consistently clean and environmentally friendly to reduce health hazards. Additionally, we actively encourage a work-life balance to prevent burnout and improve overall well-being.

ACTIONS TAKEN UPON INFRINGEMENT

If our Code of Conduct is breached, we will promptly take appropriate measures to address the violation and maintain the credibility of our code. After conducting a comprehensive investigation, potential responses to a breach of the Code of Conduct include:

- Applying disciplinary measures commensurate with the severity of the breach. This might involve issuing verbal or written warnings, instituting suspensions, or terminating membership.
- Offering necessary training, counseling, or coaching as required.

ACKNOWLEDGEMENT

All members of Agri-movement and their respective consultants are required to review and agree to this Code of Conduct. Consultants will be requested to formally approve the Code as an attachment to their agreement. Additionally, a shared sign-off document is provided below for signature by all members.

